

FSC-146-B

March 30, 1994

TO ALL FIELD SALES MANAGERS:

In order to better capitalize on the business potential of the military market and the specialization of our Military Sales Managers, we have established two military regions, effective April 1, 1994.

An Eastern Military Region, headquartered in Washington, D.C., will be headed by Military Region Manager, Carroll Wheedleton and consist of nine military managers. Military Region Manager, Greg Brown will head the Western Military Region, headquartered in Denver, CO, with a team of eight military managers. Wheedleton and Brown will report to Ralph Gaillard, Director, Military Business Unit.

I want to stress that the military regions and personnel will remain an integral part of the sales organization maintaining a close working relationship with their non-military counterparts. They will receive administrative support from the Region Operations Units. The business volume they generate will continue to be credited to the respective divisions, regions and sales areas. The only change is their new reporting relationship within the sales organization.

We have made great strides in building our military volume and share over the last few years. The establishment of the Military Business Unit allows us to explore all potential areas of growth in this important segment of our business.

The creation of the two military regions is a natural transition from the Military Business Unit concept. These regions will give us the ability to direct our military efforts uniformly across the country while still keeping them closely integrated into our overall sales operations.

Sincerely,

Yancey W. Ford, Jr.

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Executive Vice President, Sales

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